

State Workforce Investment Board Meeting - Minutes

April 12, 2012 – 1:00 – 3:00 p.m.
Department of Workforce Services
1385 S. State St., Salt Lake City, Utah

Members Present: Rich Thorn (Chair), Kristen Cox (DWS Executive Director), Deborah Bayle, Randall Bennett, Gifford Briggs, Joe Christopher, Christopher Conabee, Ken Davey, Christine Healy, Deanna Hopkins, Lori Irwin, James Judd, Marty Kelly (for Larry Shumway), Paul Leggett, Daniel Marriott, Connie Nielsen, Lou Sansevero, Scott Snarr, Scott Snelson (for Rob Brems), Don Uchida, Randy Welsh, James Whitaker (SWIB Staff)

Not Present: Karen Alvey, Stanley Ellington, Sandy Phillips, Bruce Rigby, Don Salazar, William Sederburg, Wesley Smith

AGENDA	DISCUSSION	RECOMMENDATIONS/ACTIONS
Welcome and Opening Business	Rich Thorn welcomed the group and introduced new members: <ul style="list-style-type: none">Deborah Bayle - President and CEO of United Way of Salt LakePaul Leggett - Executive Director of the Utah Community Action PartnershipLori Irwin - Learning and Development Director for Rio Tinto Kennecott Utah CopperKaren Alvey – Alvey Development & Management (Excused, will introduce during our July 12 meeting)	ACTION: Rich called for approval of the January 12, 2012 meeting minutes. Joe Christopher moved to accept the minutes as written. James Judd seconded the motion, the motion carried.
Executive Director's Report	Kristen Cox provided an update on the recently completed Legislative session. <ul style="list-style-type: none">This is the time of year we start looking at our operational budgets and priorities for the upcoming fiscal year. As we move forward in this process we want to make sure we engage the SWIB.Our budget is fine. We did take a \$98,000 reduction to General Assistance. These cuts will be absorbed through administrative efficiencies so we don't impact benefits to our customers.We are increasing benefits to our General Assistance clients for the first time in years.Legislative Bills<ul style="list-style-type: none">Reduction of UI Taxes on Social Tax, reducing the maximum rate for employers.HB 139 - Housing & Community Development merging into Department of Workforce Services. Effective date is July 1, 2012. Kristen chairs the Transitional Housing and Community Development Advisory Board, which has oversight regarding the transition process. Their first meeting is Monday.HB155 - "Drug Testing Bill". This is limited to TANF (Temporary Assistance for Needy Families) customers. Customers are asked to take a SASSI test. If the SASSI test indicates drug use, the customer will then be drug tested. Treatment will be offered. Customers can receive benefits as long as they are in treatment.Moving forward with Pay for Performance plans for DWS staff.	

AGENDA	DISCUSSION	RECOMMENDATIONS/ACTIONS
Chairman's Report and Updates	<p>Feedback on General Issues - Moving forward, what are the biggest issues DWS needs to pay attention to?</p> <ul style="list-style-type: none"> • Joe Christopher is pleased to see the Governor and other state-level leaders work on consolidation of services issues. In too many cases, similar programs are being done in different agencies, with lots of duplication. This is waste of public funds. • Economic development and job growth in Utah. Big issues with skills gap. • Connecting with workforce planning efforts • Some worry with the merging of Department of Workforce Services and Housing Community. Fear of the unknown. How will things play out? • Expand WorkKeys training. This is an extremely valuable tool. • Scott Snarr talked about 12-week "College of Assembly" program, where assembly technicians come in minimally qualified and leave with important skills. This could be a model for other efforts. • The spotlight is always on new jobs. What about existing jobs? We need people to fill these positions. <p>Chairman's Report</p> <ul style="list-style-type: none"> • The Executive Committee met in March the minutes from this meeting were posted online. • Rich asked Jim Judd, a representative of our labor organizations, to be a member of our Executive Committee. Jim accepted the assignment • Christine Healy accepted the assignment to be on the State Youth Council • Karen Alvey, Deborah Bayle, Lori Irwin and Paul Leggett all accepted assignments on the Coordination and Services Committee. • Rich gave all SWIB attendees a copy of the Membership Manual. This is tailored to the new member, but it also has updated and helpful information for those experienced members of the Board as well. <p>Grants Update (Lynn Purdin)</p> <ul style="list-style-type: none"> • In March, DWS applied for a Workforce Innovation Fund Grant with DOL, in partnership with the State of Montana. The money would be used for upgrading our labor exchange system, especially integrating this system with education initiatives such as Utah Futures. • The SWIB was not a required partner or approver for this grant; however, Rich Thorn sent a letter of support to add impetus to the grant. • Trade Adjustment Assistance Community College and Career Training Grants. Several of our UCAT and USHE institutions are expected to apply, whether as individual institutions or as consortia members. In the application, they are to show evidence of engagement and collaboration with the public workforce system, one-stop career centers, or workforce system partners. The deadline for those submitting grants is May 24, 2012. <p>One Stop Partners Umbrella MOU (Lynn Purdin)</p> <ul style="list-style-type: none"> • We are in the beginning stages of renewing the MOU that expires June 30, 2012. • DWS sends out an updated draft to partners, who make their input. The completed draft, with 	<p>Rich asked the group for its input for a large employer representative from the energy sector, extraction and/or processing. Or from large agriculture.</p> <p>ACTION: All. Send recommendations to Rich Thorn or James Whitaker.</p>

AGENDA	DISCUSSION	RECOMMENDATIONS/ACTIONS
Utah Workforce Investment Act/Wagner-Peyser	<p>partner input, is then submitted to SWIB for approval. Once SWIB approves, we'll get the partner signatures and do all the official contract things that are typical.</p> <ul style="list-style-type: none"> • It is a Workforce Investment Act requirement that we have this memorandum of understanding. • Expect to see emails from James Whitaker asking for your input. • The intent is to formalize cooperation and collaboration so that we meet the intent of the law. <p>Utah Workforce Investment Act/Wagner Peyser State Plan Proposed Timeline for Completing- Program Year 2012/State Fiscal Year 2013:</p> <ul style="list-style-type: none"> • Five-year State Plan or request for extension of current state plan is due April 16, 2012. Utah is submitting a request for an extension of the current state plan. We expect approval. • State Plan draft scheduled to be completed June 12, 2012. This will be posted for public comment (30 days). We will need SWIB input, which the Coordination & Services Committee will provide. • State Plan vote will occur at the quarterly SWIB meeting July 12, 2012. • Target is to submit State Plan to U.S. Department of Labor (USDOL) by July 20th. 	
Yearly Report on Approved Training Providers	<p>Yearly Report on Approved Training Providers</p> <ul style="list-style-type: none"> • This report is for the SWIB's information. No action is required. • As of January 6, 2012, there were 99 approved training providers. Of these, 57 are Title IV. Title IV Schools are governed by the US Dept of Education. So Education reviews these programs. By WIA Law, the school and all of their programs are approved once the school completes an application. Title IV school applications do not require SWIB approval. • The other 42 schools provide training in a variety of subjects that can be grouped into these categories: Medical/Dental, Cosmetology/Nail Technician, Computer Skills, Transportation/Heavy Equipment. • The SWIB only votes on the non-Title IV schools. 	
Determining Employer Needs	<p>Determining Employer Needs (Kim Auberger)</p> <ul style="list-style-type: none"> • PowerPoint presentation is posted to the internet. It includes the information details for Kim Auberger's, Mark Knold's and Carrie Mayne's presentations. • Purpose of Annual Employer Workforce Needs Report • Supports demand-driven strategy • Ensures information for planning • Provides point-in-time employer information • Identifies employer needs methodology & tools • Combines sources of employer needs data • Ensures formal quarterly review of economic information • Includes the new High-level Economic Analysis Tool (HEAT) • The Wage & Occupation Openings Data (WOOD) tool is being developed • Four key employer workforce needs identified: Candidates with job qualifications, candidates with soft skills, a dynamic labor exchange system, data gathering tools and products 	

SWIB Committee Roles

(As of 13 April 2012)

Executive Committee	Membership
<ul style="list-style-type: none"> • Provides Board leadership • Develops SWIB strategic direction and goals • Identifies State-level industry training priorities • Works to align workforce system partners' strategic plans • Supports workforce policy development • Works to improve Legislative relations • Provides support for Economic Service Areas • Recruits new member • Provides input to and approval for Annual Report 	<p>Richard Thorn, Chair Joe Christopher Kristen Cox/Jon Pierpont Spencer Eccles (Christopher Conabee) James Judd Daniel Marriott Dr. William Sederburg (Cameron Martin) Randy Welsh</p>
Coordination & Services Committee	Membership
<ul style="list-style-type: none"> • Reviews WIA Wagner/Peyser State Plan • Comments on the Utah State Office of Education Carl Perkins Plan • Reviews Economic Service Area plans • Monitors WIA program status • Recommends on training provider applications • Area partner coordination – i.e., Education, Voc Rehab, Human Services, Health • Monitors key performance measures • Analyzes training gaps • Analyzes employer needs and supporting analysis tools • Supports employer involvement in workforce issues • Supports economic development connections 	<p>Daniel Marriott, Chair Karen Alvey Deborah Bayle Randall Bennett Gifford Briggs Ken Davey Stanley Ellington Lori Irwin Paul Leggett Connie Nielsen Sandy Phillips Larry Shumway (Mary Shumway) Wesley Smith Don Uchida</p>
Grants Review Committee	Membership
<ul style="list-style-type: none"> • Reviews and evaluates grant applications and other competitive requests that require SWIB involvement or as directed by DWS • Establishes protocol for review of proposals • Defines customized review criteria • Ensures private sector involvement as appropriate • Assesses alignment with targeted industries, occupations in demand, DWS initiatives and job seeker services 	<p>Richard Thorn, Chair Robert Brems Joe Christopher Richard Kingery Daniel Marriott Lou Sansevero William Sederburg Scott Snarr</p>

SWIB Committee Roles

(As of 13 April 2012)

State Youth Council	Membership
<ul style="list-style-type: none">• Functions as a committee of the SWIB/State Council• Coordinates youth activities• Reviews youth elements of state plan• Recommends providers of WIA youth services• Provides fiscal and programmatic oversight for WIA Youth programs and activities• Determines enrollment priorities & barriers	Randy Welsh, Chair Marie Christman, Past Chair Mike Beacco Michael Blakey Kayce Coker Colleen Cook Tom Darais Melissa Freigang Mike Glenn Christine Healy Deanna Hopkins Marty Kelly Chuck Krivanek Jennifer Larson Allison Niejadlik Paul Otto Juan Pelaez Bruce Rigby Cecil Robinson

Grant Opportunities and Submissions – Rev. 04102012

Grant Solicitation	Applicant	Occupational/ Program Emphasis	Funding Request	Service Area(s) Impacted	DWS/SWIB Role	Outcomes	Submission Deadline
Workforce Innovation Fund Grant - DOL	DWS Partnership with MT	Enhance Labor Exchange System for employers and job seekers by: 1. Incorporating innovative technology, such as predictive analytics, push technology, skills-based job matching, 2. Seamlessly aligning with UtahFutures and UCAP career pathways	\$4.64 M	Utah and Montana	Lead/Submitter	Common Measures and new, innovative DWS metrics that match new hires in the labor market to services provided by DWS	Submitted 3/21/12
Trade Adjustment Assistance Community College and Career Training Grants Program - DOL	Individual Institutions: 1. WSU 2. OWATC Consortium: 1. UCAT 2. Forsyth Community College, NC – SLCC as Utah partner	Healthcare Manufacturing/IT Biomanufacturing	\$2.5 - 3 M individual institutions \$5 - 15 M consortium	TBD	Evidence of commitment: Engage and collaborate with public workforce system, including local workforce investment boards, one-stop career centers, or workforce system partners Also, required partnership with TAA for Workers program administrator	Common Measures, completion of training DOL interested in online learning strategies	Deadline: 5/24/12



STATE WORKFORCE INVESTMENT BOARD REPORT

AGENDA ITEM No. _____

Meeting Date: April 2012

Subject: Yearly Report on Approved Training Providers

From: Tara Connolly

RECOMMENDATION

This report is for the SWIB's information. No action is required.

BACKGROUND

The SWIB Chair has requested a yearly report listing how many training providers are approved, their names, ESA location, programs and cost.

As of January 6, 2012 there were 99 approved training providers.

57 are Title IV. Title IV Schools are governed by the US Dept of Education. By WIA Law, the school and all of their programs are approved once the school completes an application. Title IV school applications do not require SWIB voting.

The other 42 schools provide training in a variety of subjects that can be grouped into categories. The categories include: Medical/Dental, Cosmetology/Nail Technician, Computer Skills, Transportation/Heavy Equipment.

The SWIB only votes on the non-Title IV schools.

FISCAL IMPACT

non-applicable

ATTACHMENT(S)

YearlyReportForSWIBTrainingProviderList

Utah Department of Workforce Services Occupational Skills Approved Training Providers

Last update: 1/6/12

School	ESA	Program and Cost
Non-Title IV Schools – SWIB Vote Required		
360training.com, Inc.	WFN	Medical Transcription: \$2,264 Medical Billing: \$1,017 Medical Coding: \$2,184 Billing Specialist: \$1,017 Medical Office Assistant: \$1,358 Legal Transcription: \$1,364 Paralegal Training/Legal Assist: \$1,837 Paralegal and Legal Transcription (online): \$2,587 Medical Billing and Coding (online): \$2,658 Medical Transcription and Coding (online): \$3,687 Medical Transcription, Coding and Billing (online): \$4,291 Medical Office Manager (online): \$3,024
AAA CNA Training Centers, LLC	WFN, WFS, MTN	CNA: \$295
Academy of Dental Careers	WFN	Dental Assisting: \$3,950 Dental Administration: \$4,000 Dental Administration/Dental Assistant : \$7,400 Accelerated Dental Office Administration: \$2,800 Accelerated Dental Assistant: \$2,600
An Act of Caring	WFS	CNA (which includes CPR and First Aid): \$400 CPR: \$40 First Aid: \$20
American Beauty Academy	MTN	Cosmetology/Barbering: \$14,500
Angel Love Nail Academy	SW	Nail Technician: \$5,796
Apex Dental Assisting	BR	Dental Assisting: \$2,545
Assist to Succeed (Pitt Family Dental)	WFN	Dental Assisting - \$3,995
CCCNA	WFS	CNA: \$470
CDL Training Center	WFS, WFN	CDL: \$3,995
Cole Holland Training Center	WFS	CNA - \$365 plus state of Utah testing fee EKG Technician - \$550 plus \$160 National testing fee EMT Basic Course - \$840 includes books, blood pressure cuff, shirt, and bandaging supplies EMT Advanced Course – \$730 includes books and an IV kit Healthcare Technician - \$2,985 plus \$415 - \$605 in state and national testing fees Medical Assistant - \$5,985 plus optional national testing fees \$390 Phlebotomy - \$495 plus NHA testing fee of \$105
Color My Nails School of Nail Technology	WFS	Nail Technician: \$2,300
Columbus Community Center	WFS	Food Service, Custodial and Housekeeping: \$2,500 Focuses on serving individuals with disabilities.
Core Foundation, The	WFS	Dental Administration - \$2,999 Dental Assisting - \$2,999
Dental Assisting School of Utah	WFS	Dental Assisting: \$3,450 Expanded Function: \$500

Utah Department of Workforce Services Occupational Skills Approved Training Providers

Last update: 1/6/12

School	ESA	Program and Cost
Dental Essentials School of Dental Assisting	SW	Dental Assisting: \$3,040
Educational Links	WFS	General Business in English and Spanish and Basic Computer Skills: \$500
Elast Academy	WFS	Master Esthetician: \$12,500
Elite Medical	WFS	Medical Billing and Coding: \$13,600 plus costs below Medical Coding: \$10,600 plus costs below Medical Office Manager: \$15,800 plus costs below Bookkeeper: \$5,000 plus costs below Medical Office Assistant: \$9,600 plus costs below Additional Costs: \$90 Audit Fee \$50 Application Fee \$50 Graduation Processing Fee \$10 Certificate Reorder Fee \$150 CPC Certification Test \$10 Change of Program Fee \$10 Transcript Fee \$5 Payment Plan Option
Elite Training LLC	WFS	Phlebotomy - \$450
Eveready Training, LLC	WFS	Flagger Certification - \$40
Food Industry Training Service	WFS	SERVSAFE Manager Food Safety Certification: \$550
Genesis Dental School of Assisting	WFS	Dental Assisting - \$2,995
New Horizons Computer Learning Center	WFS	CCNA Security: \$2,500 Certified Ethical Hacker: \$2,500 Certified Information System Security Professional: \$2,500 Cisco Certified Network Associate: \$4,000 Cisco Certified Network Professional: \$7,500 Cisco – Voice: \$7,000 Cisco Certified Voice Professional: \$10,000 CompTIA Computer Technician A+: \$2,500 CompTIA Network Certification NET+: \$1,300 CompTIA Security Certification SEC+: \$1,300 Computer Hacking Forensics Investigator: \$2,500 Dreamweaver Level I, II and III: \$250 each Excel 2010 - \$249 per level or \$747 total ITIL Foundations: \$1,499 MCITP Business Intelligence Developer: \$4,000 MCITP Database Developer: \$4,000 MCITP Enterprise Administrator: \$8,000 MCITP Messaging Administrator: \$4,000 MCITP Enterprise Project Management: \$4,000 MCITP Enterprise Support Technician: \$4,000 MCITP Server Administrator: \$4,000 Microsoft Certified Application Specialists: \$3,500 Photoshop: \$630 per level, \$1,600 total PHP: \$2,500 Project Management: \$3,000 Web Design w/HTML, HTML, & CSS Level I, II and III: \$250 each

Utah Department of Workforce Services Occupational Skills Approved Training Providers

Last update: 1/6/12

School	ESA	Program and Cost
Northern California College of Construction	California	Heavy Equipment I & II - \$7,378 - \$7,383 Level III - Crane Operator - \$8,380 Heavy Equipment IV "Go Green Combo Program" \$8,380 Level V – Equipment Operations - \$15,303 Heavy Equipment Operations Associates Degree – \$43,800
Nursing Education Center	WFN	CNA - \$385
Phlebotomy Training Specialists	WFN, WFS, MTN	Phlebotomy Technician: \$495
Practical Dental Assisting of Utah	MTN	Dental Assisting: \$3,495
Professional Renewable Energy Training	SW	PV 101 Photovoltaic Entry Level Installer - \$895 plus \$150 ETA test PV 202 Photovoltaic Integrator/Intermediate Level Installer - \$895 plus \$150 ETA test PV 303 Photovoltaic Integrator/Advanced Level Installer - \$895 plus \$150 ETA test SW 101 Small Wind Turbine Installer - \$895 plus \$150 ETA test
Provo Dental Assisting	MTN	Dental Assisting: \$3,100
Ridgeview CNA	SW	CNA: \$525
Roadmaster Drivers School	BR, WFS	CDL: \$3,895
Rocky Mountain CNA	WFS	CNA - \$395 Phlebotomy - \$195 CPR/ First Aid - \$59
Rosewood Dental Assist to Succeed Dental Assisting School	WFS	Dental Assisting/Dental Radiology: \$3,995
Sage Technical Services Professional Truck Driving Schools	WFS	Commercial Vehicle Driver Training 2150: \$3,788.25 Truck Driver, CDL Training TTD 150: \$4,838.25 Truck Driver, CDL Training 80: \$3,638.25 Truck Driver, CDL Training 40: \$2,838.25
St. George Dental Careers	SW	Dental Assisting: \$1,295
TNT Trucking School	WFS	CDL: \$2,800
Universal Accounting Center	WFS	Professional Bookkeeper (Home Study) – Program Cost: \$1,995 Professional Tax Preparer (Home Study) – Program Cost: \$1,995 Universal Practice Builder – Program Cost: \$1,995 QuickBooks - \$895
Utah Safety Council	WFS	Occupational Safety Courses
Valley Services (CCEP)	WFS	Community Computer Education Program (CCEP)- \$250 - \$2,500
Walsh and Weathers	UB	Business Workshop for People with Disabilities101: \$50

Utah Department of Workforce Services Occupational Skills Approved Training Providers

Last update: 1/6/12

School	ESA	Program and Cost
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Title IV Schools (governed by the US Dept of Education) By WIA Law these schools are automatically approved when they submit an application and do not require a SWIB vote.		
AmeriTech	WFS, MTN	All Programs
Arapahoe Community College	Colorado	All Programs
Argosy University	WFS	All Programs
Art Institute of Salt Lake City, The	WFS	All Programs
Bridgerland Applied Technology College	BR	All Programs
Broadview University	WFS, WFN, MTN	All Programs
Cameo College of Essential Beauty	WFS	All Programs
College of Court Reporting	Indiana	All Programs
Colorado Northwestern Community College	Colorado	All Programs
Colorado School of Trades	Colorado	All Programs
Columbia College of Missouri	WFS	All Programs
Davis Applied Technology College	WFN	All Programs
Delta Technical Center	CU	All Programs - Governed by Utah State Office of Ed
DeVry University	WFS	All Programs
Dixie Applied Technology College	SW	All Programs
Dixie State College	SW	All Programs
Eagle Gate College	WFS, WFN	All Programs
Echelon Edge Academy	WFS	All Programs
Evans Hairstyling College	SW	All Programs
Everest College	WFS	All Programs
Fortis College	WFS	All Programs
ImageWorks Academy of Hair Design	MTN	All Programs
Independence University	WFS	All Programs
ITT Technical Institute	WFS	All Programs
LDS Business College	WFS	All Programs

Utah Department of Workforce Services Occupational Skills Approved Training Providers

Last update: 1/6/12

School	ESA	Program and Cost
Marinello School of Beauty	WFN, MTN	All Programs
Mountainland Applied Technology College	MTN	All Programs
Myotherapy College of Utah	WFS	All Programs
Nightingale College School of Nursing, School of Massage Therapy	WFN	All Programs
Ogden - Weber Applied Technology College	WFN	All Programs
Park University	WFN	All Programs
Paul Mitchell the School	WFS, MTN	All Programs
Penn State University	Pennsylv ania	All Programs
Pikes Peak Community College	Colorado	All Programs
Provo College	MTN	All Programs
Renaissance School of Therapeutic Massage	WFN	All Programs
Salt Lake Community College	WFS	All Programs
Sherman Kendall's Academy of Beauty	WFS	All Programs
Skinscience Institute	WFS	All Programs
Skin Works School of Advanced Skin Care	WFS	All Programs
Snow College	CU	All Programs
Southern Utah University	SW	All Programs
Southwest Applied Technology College	SW	All Programs
Stevens Henager College	State	All Programs
Tooele Applied Technology College	WFS	All Programs
Uintah Basin Applied Technology College	UB	All Programs
University of Colorado – at Boulder	Colorado	All Programs
University of Georgia	Georgia	All Programs
University of Nebraska Law School	Nebraska	All Programs
University of Utah	WFS	All Programs

Utah Department of Workforce Services Occupational Skills Approved Training Providers

Last update: 1/6/12

School	ESA	Program and Cost
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Utah College of Massage Therapy	WFS	All Programs
Utah State University	State	All Programs
Utah Valley University	MTN	All Programs
Vista College	WFN	All Programs
Weber State University	WFN	All Programs
Western Governor's University	Online	All Programs
Westminster College	WFS	All Programs

State Workforce Investment Board/State Council

Measures for Employment

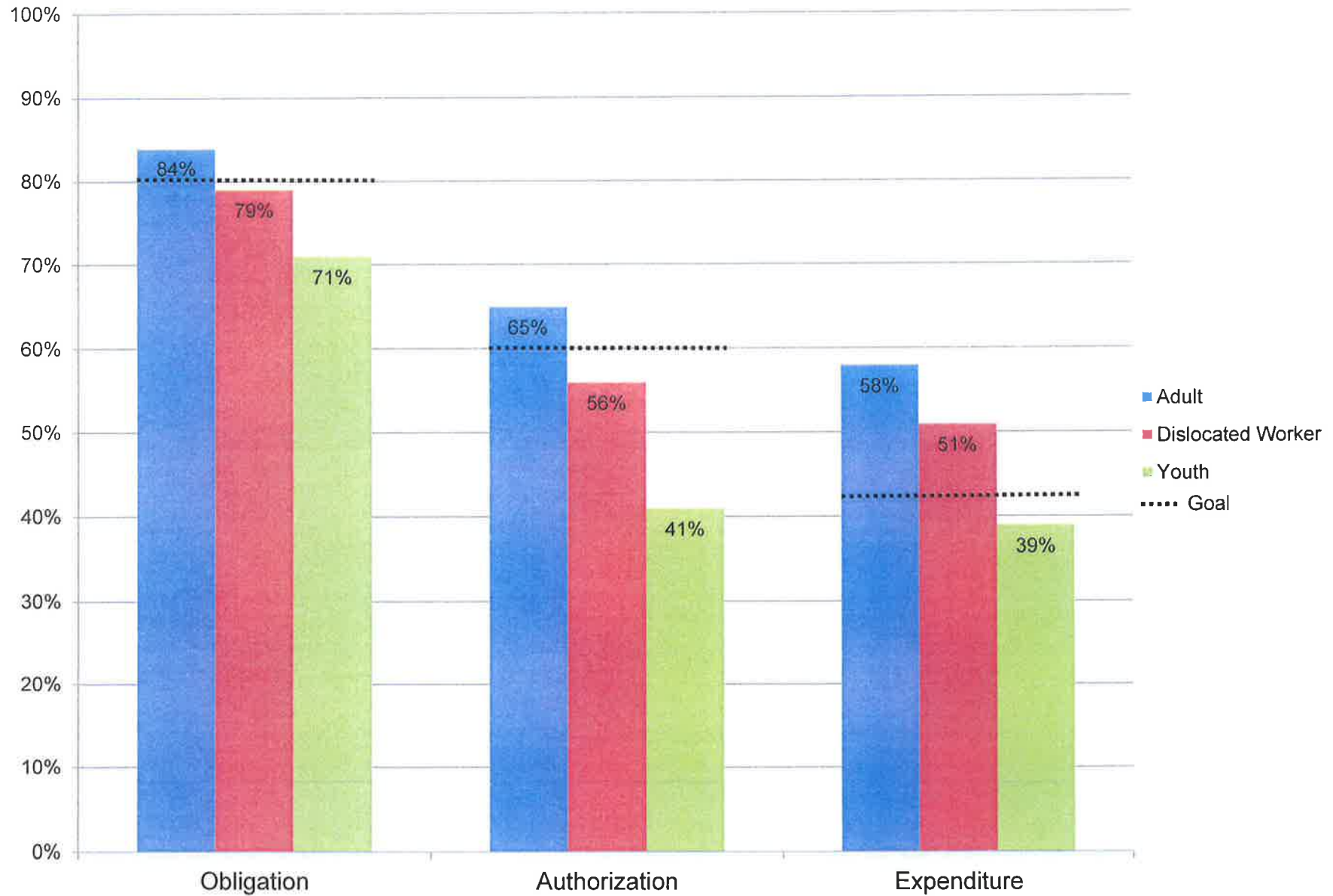
(As of 6 April 2012)

#	Performance Measures	What It Is
1	Level of WIA expenditures	Effective management of customer training funds: Obligations, authorizations and expenditures (Adult, Dislocated Worker, Youth)
2	Percentage of Utahns ages 25 to 64 with a post-secondary degree or certificate	Measures progress toward the HigherEdUtah2020 “big goal” to improve the Utah workforce’s competitiveness in the 21 st century economy by having 66% of working age Utahns achieve a post-secondary degree or certificate
3	Employment of public assistance customers	Measures how many customers closed all public assistance cases due to employment. (We currently know case closures, but are unable to attribute it to employment until later)
4	Number of employers served	Measure of customer volume: Count of employers that placed one or more job orders with DWS during a specified period
5	Percentage of employers placing job orders (market share)	Looks at portion of potential employer pool being served through the public exchange system
6	Job seeker placements	Measure of customer (job seeker) success: count of job seekers hired by employers to whom they were referred through DWS (employers that placed job orders with the agency)
7	Job seeker placements retained	Measure of continued customer success: count of job seekers with continued employment for two consecutive quarters after having been hired by employers to whom they were referred through DWS

WIA Expenditures (1)

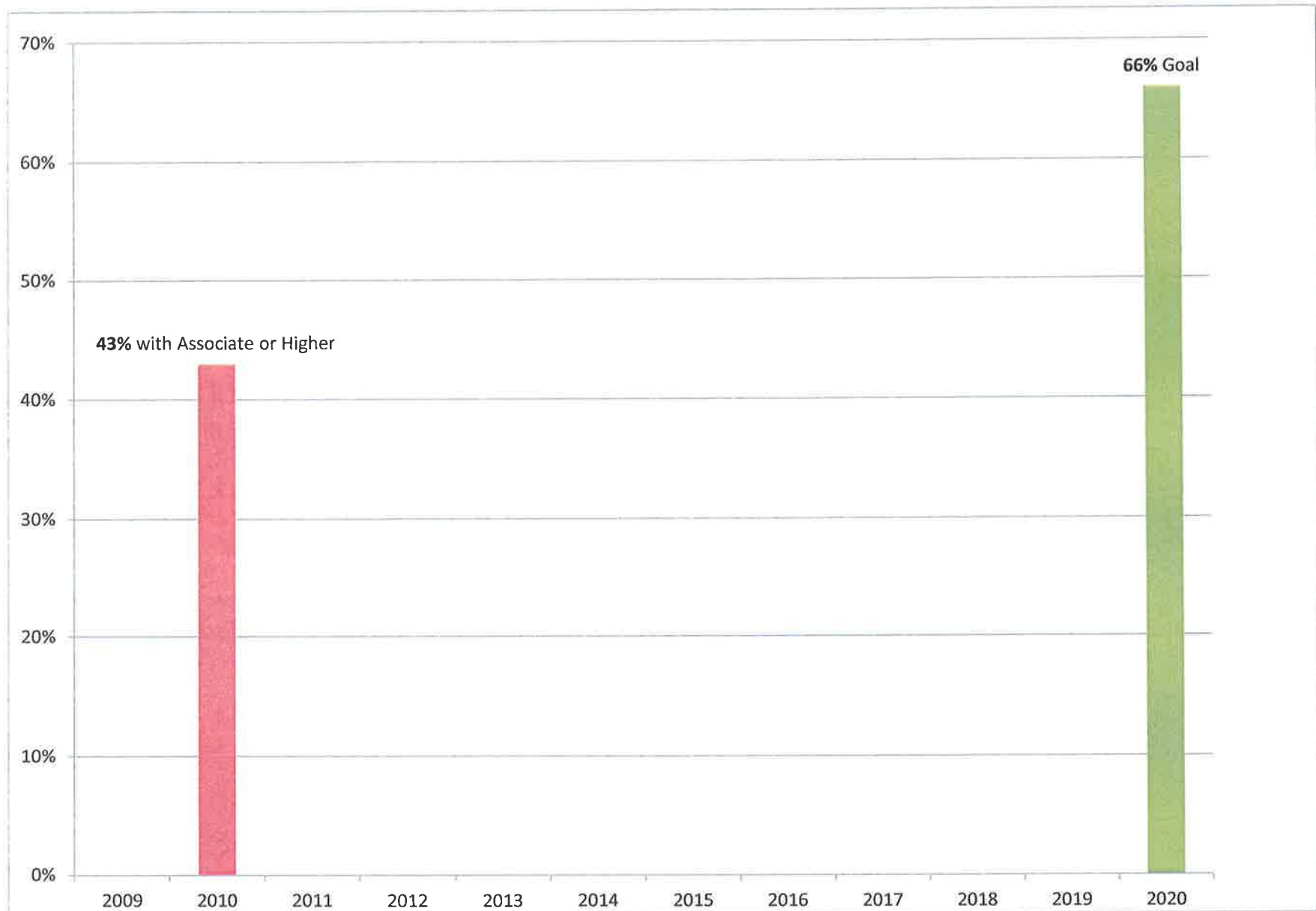
State Fiscal Year 2012 - 7/1/11-3/20/2012 (70% of the Year Completed)

3RD QUARTER TARGETS: 80% Obligation Target, 60% Authorization Target and 52.5% Expenditure Target

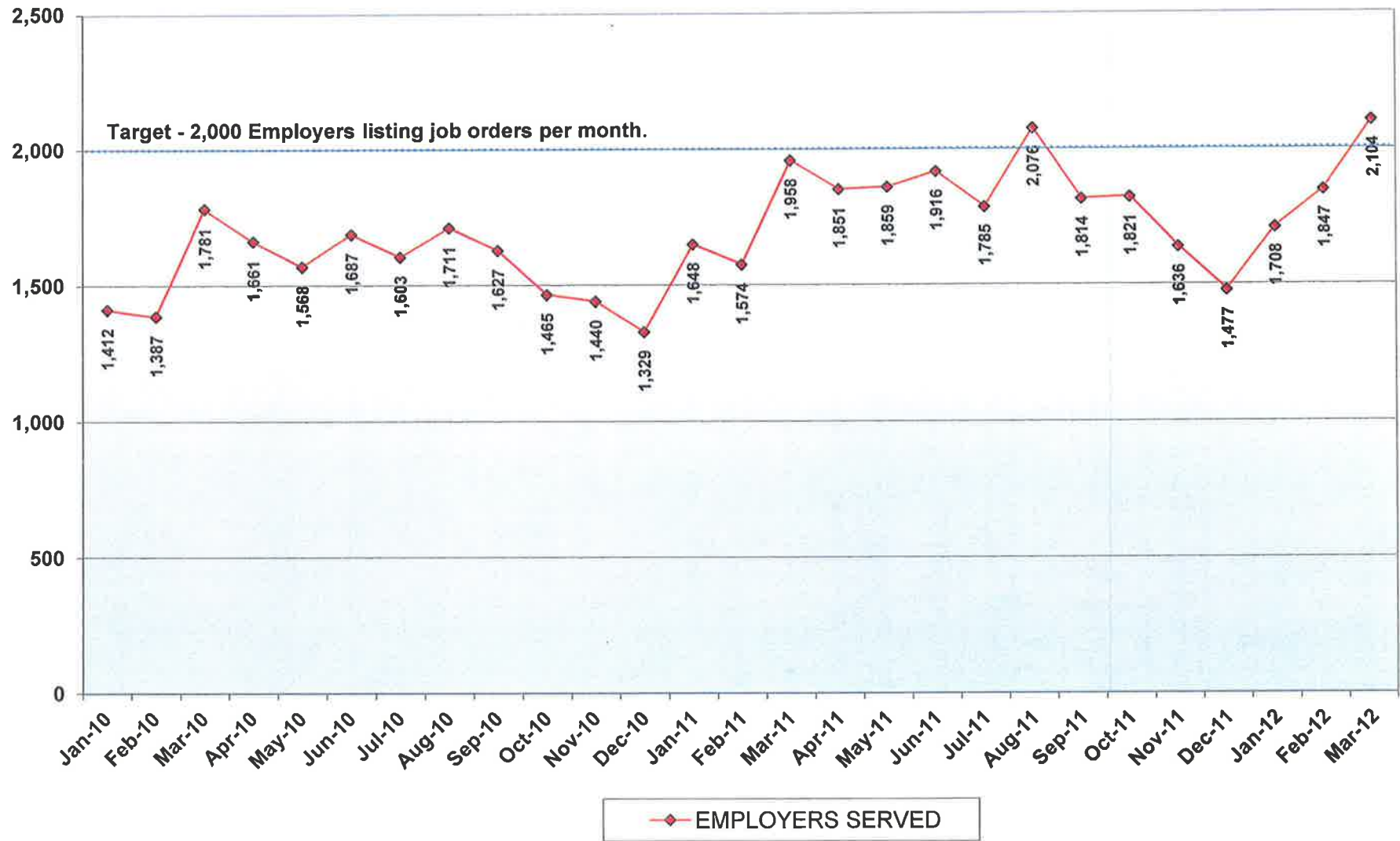


Utahn's with Post Secondary Education (2) - 2010 Data

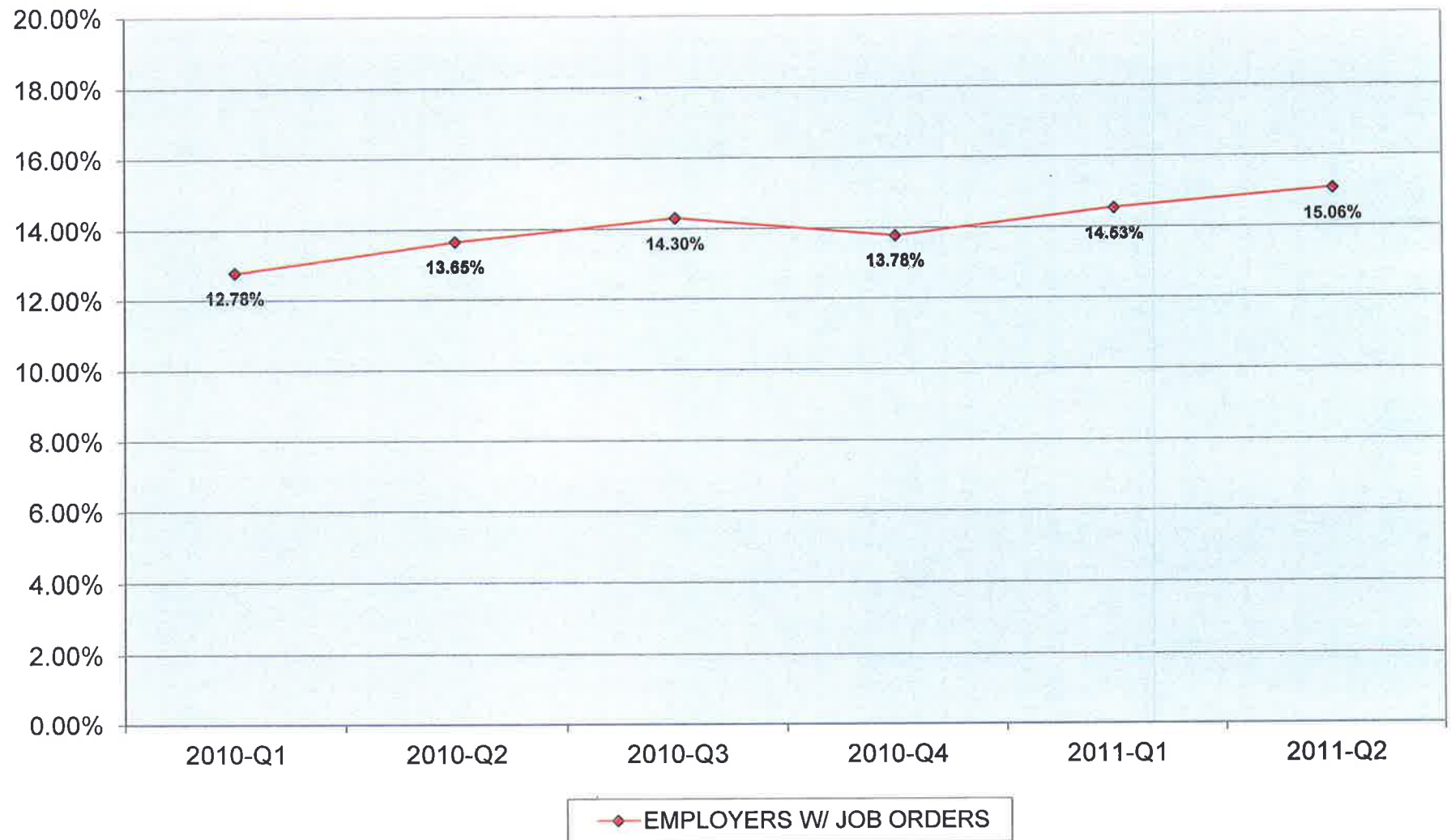
Source: USHE



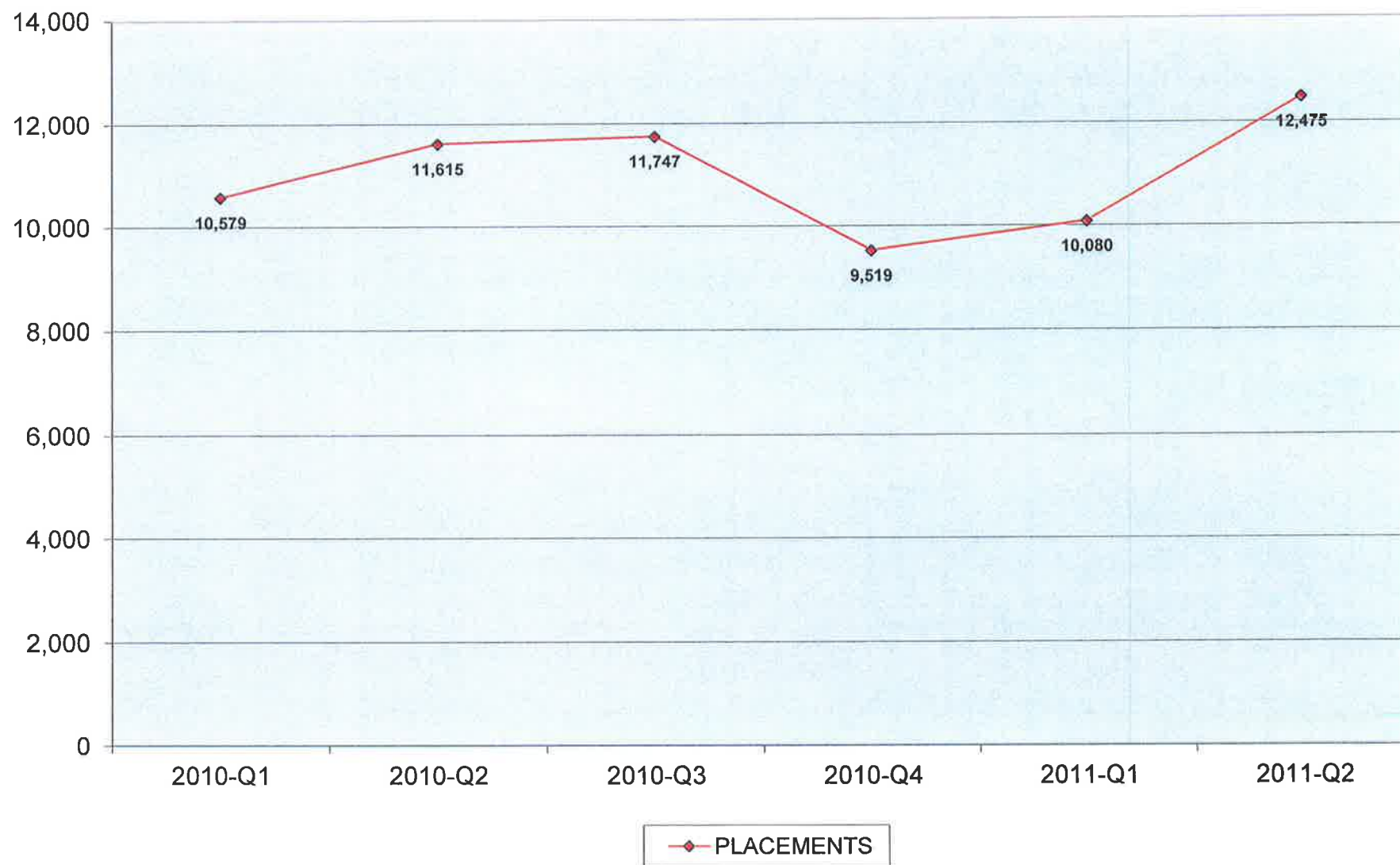
Employers Served (4)



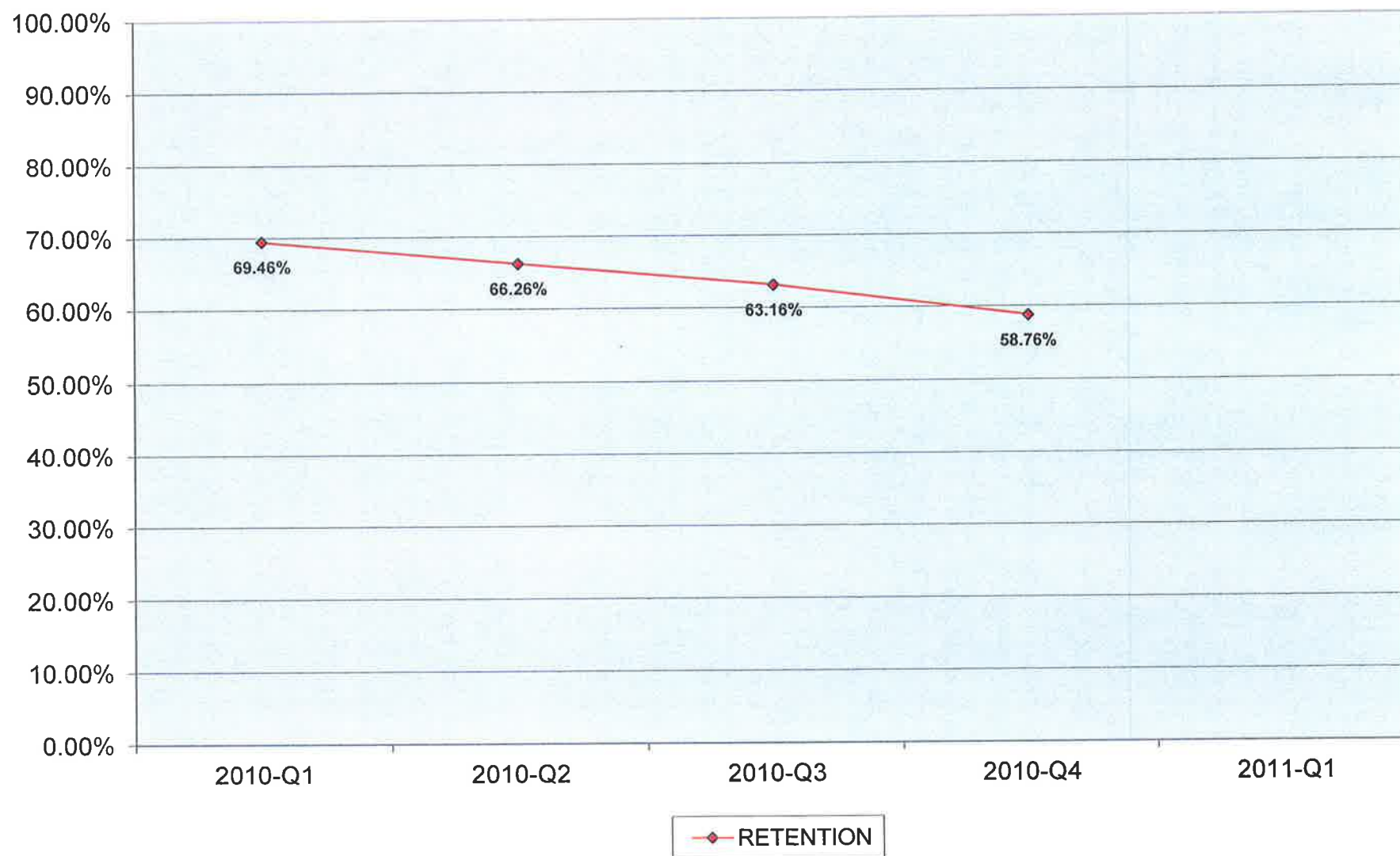
PERCENTAGE OF DWS EMPLOYERS PLACING JOB ORDERS
(MARKET SHARE REPORT - 5)




PLACEMENTS (6)




RETENTION (7)



 Department of Workforce Services


Determining Employer Needs What We Learned Planning Tools

Karla Aguirre
Kim Auberger
Kristen Floyd
Mark Knold
Carrie Mayne
Nate Talley
James Whitaker



Purpose of Annual Employer Workforce Needs Report

- Supports Demand Driven Strategy
- Ensures Information for Planning
- Provides Point in Time Employer Information

 Utah Department of Workforce Services

Identifying Employer Needs – Methodology & Tools

ENDCom Process: Employer Needs Data Confluence Model

- Combines Sources of Employer Needs Data
- Formal Quarterly Review of Economic Info.
- High-level Economic Analysis Tool (HEAT)
- Wage & Occupation Openings Data (WOOD)



Utah Department of Workforce Services

Employer Workforce Needs

- Candidates with job qualifications
- Candidates with soft skills
- Dynamic labor exchange system
- Data gathering tools and products



Utah Department of Workforce Services

Overall Economic Conditions

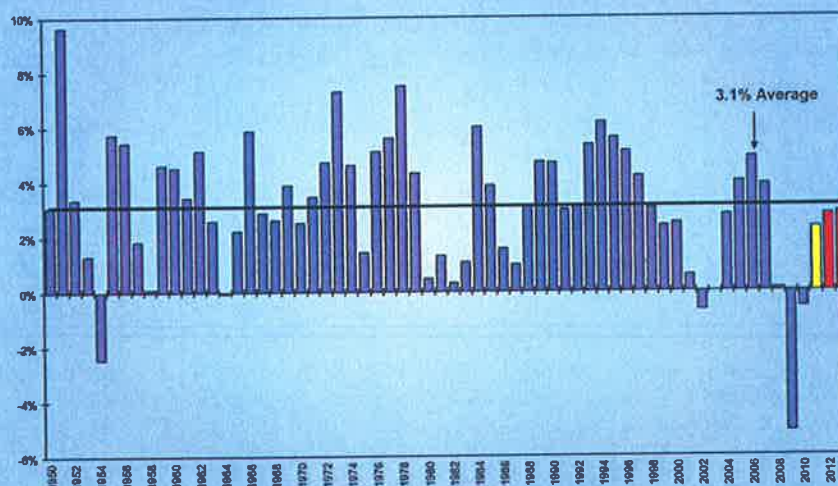
Current Condition of Utah's Economy and Impact on the Workforce

Mark Knold, Chief Economist
Utah Department of Workforce Services



Utah Department of Workforce Services

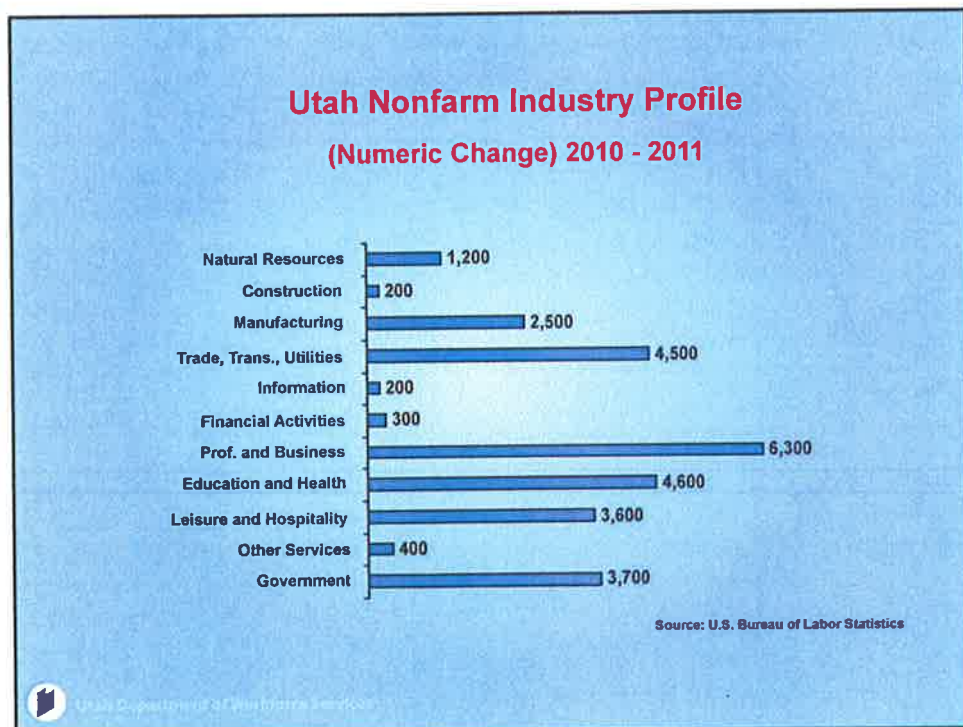
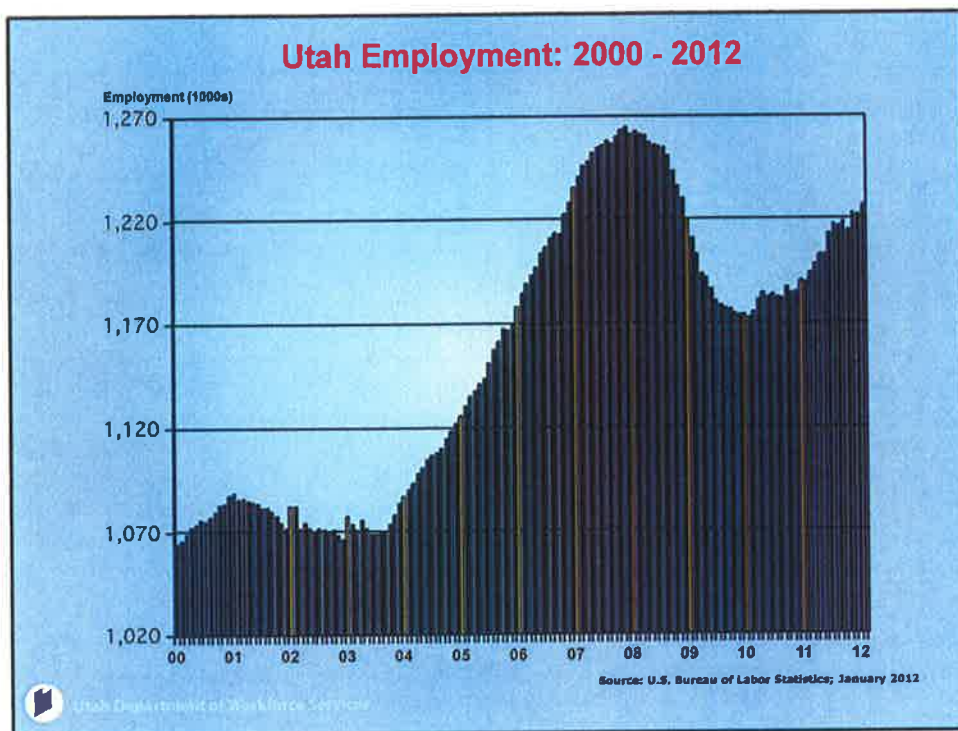
Utah Nonfarm Employment: Annual Percent Change

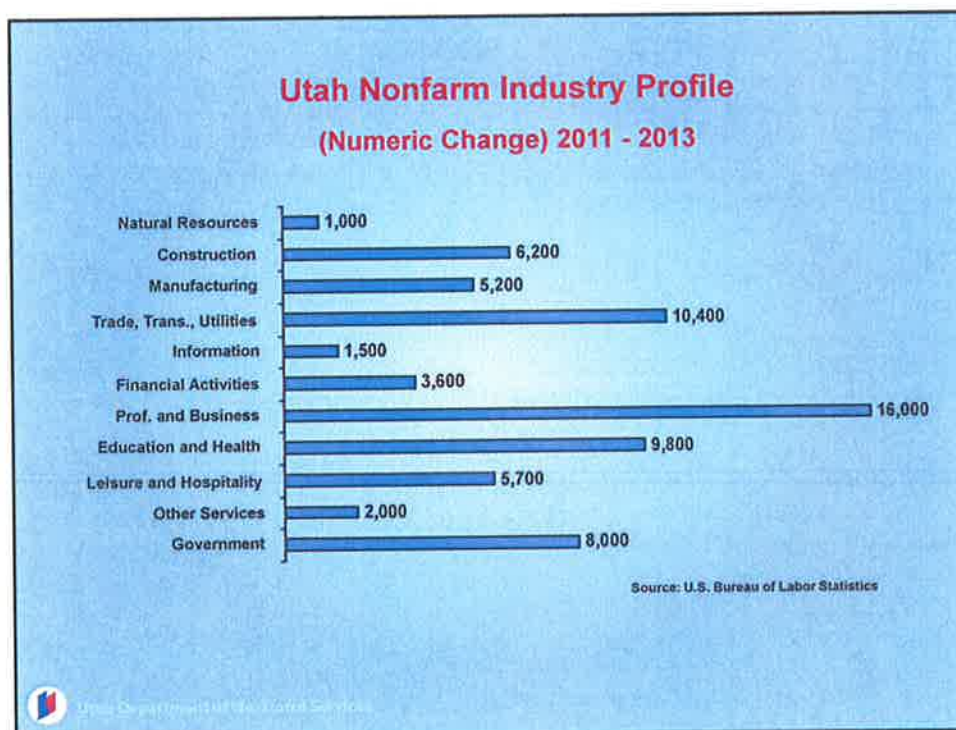
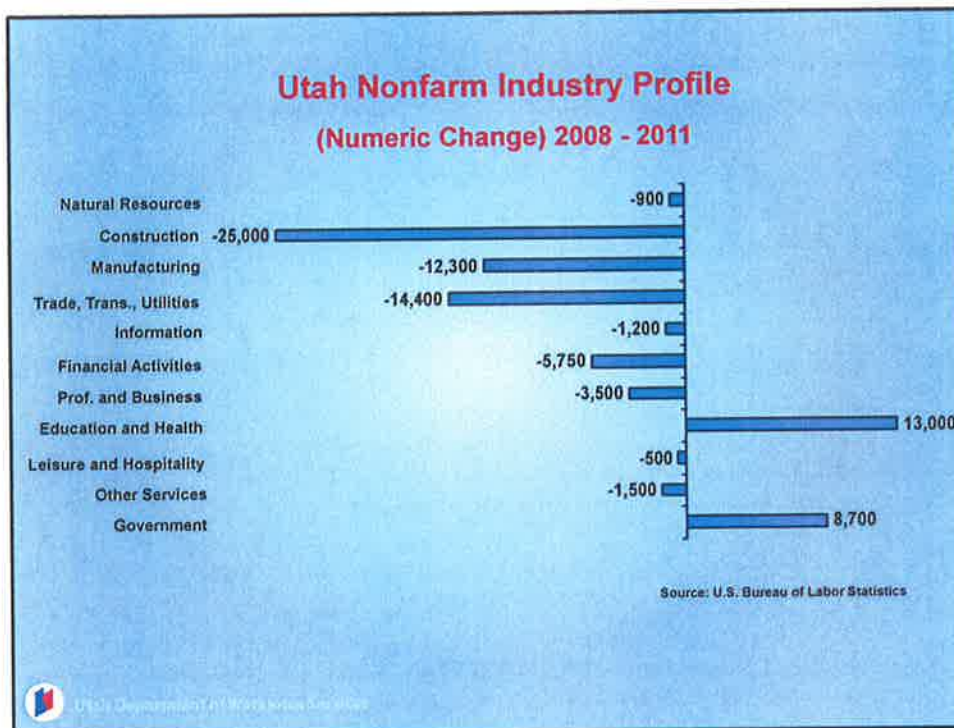


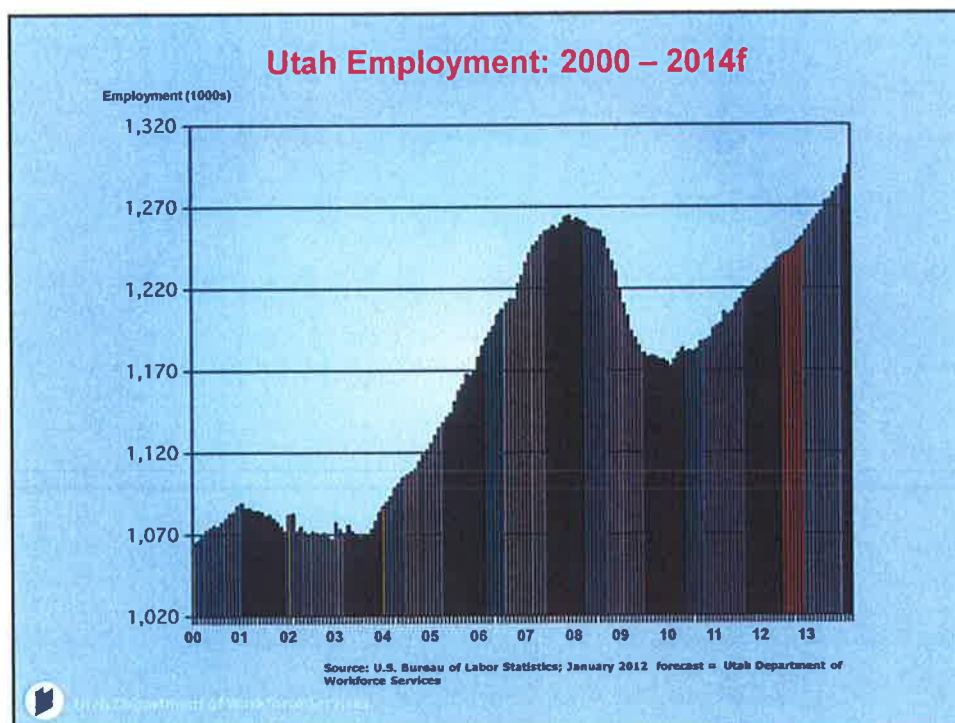
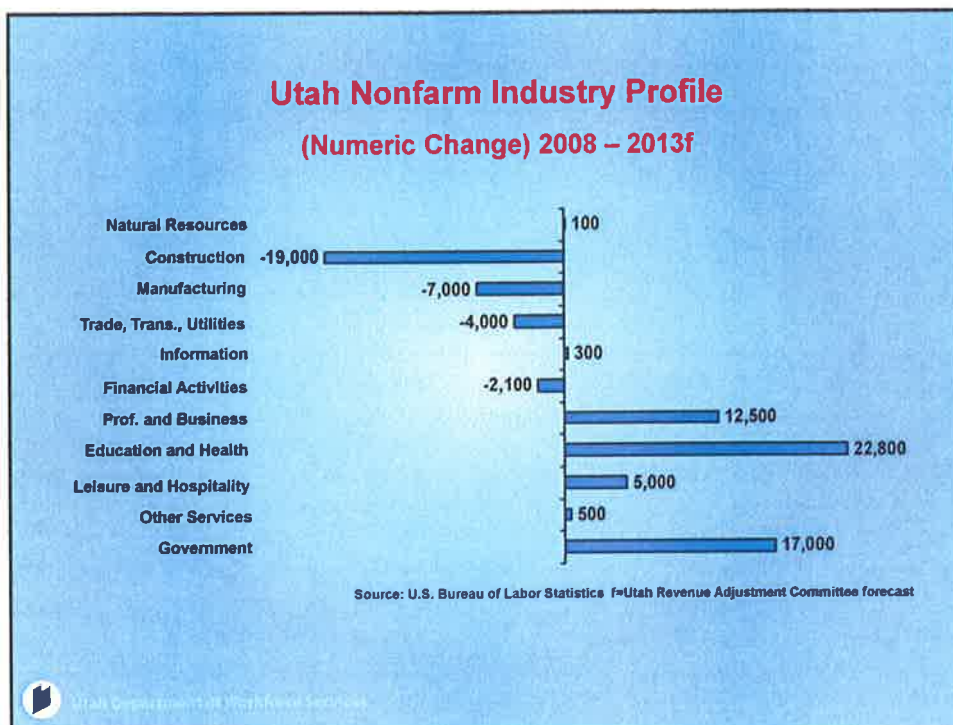
Source: Utah Department of Workforce Services e = estimate f = forecast

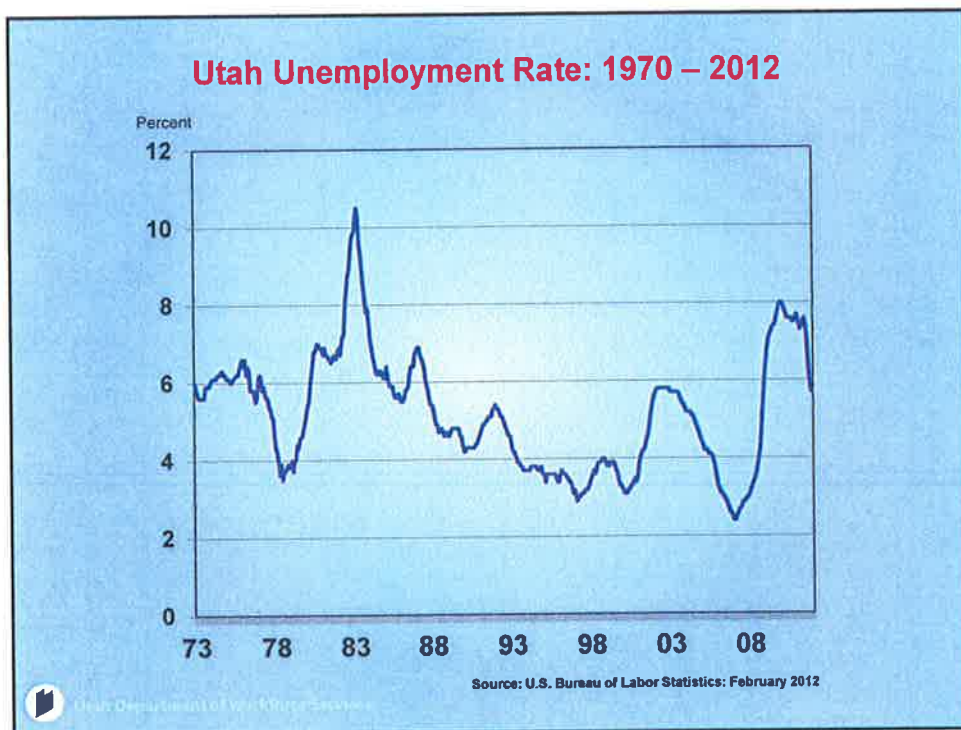
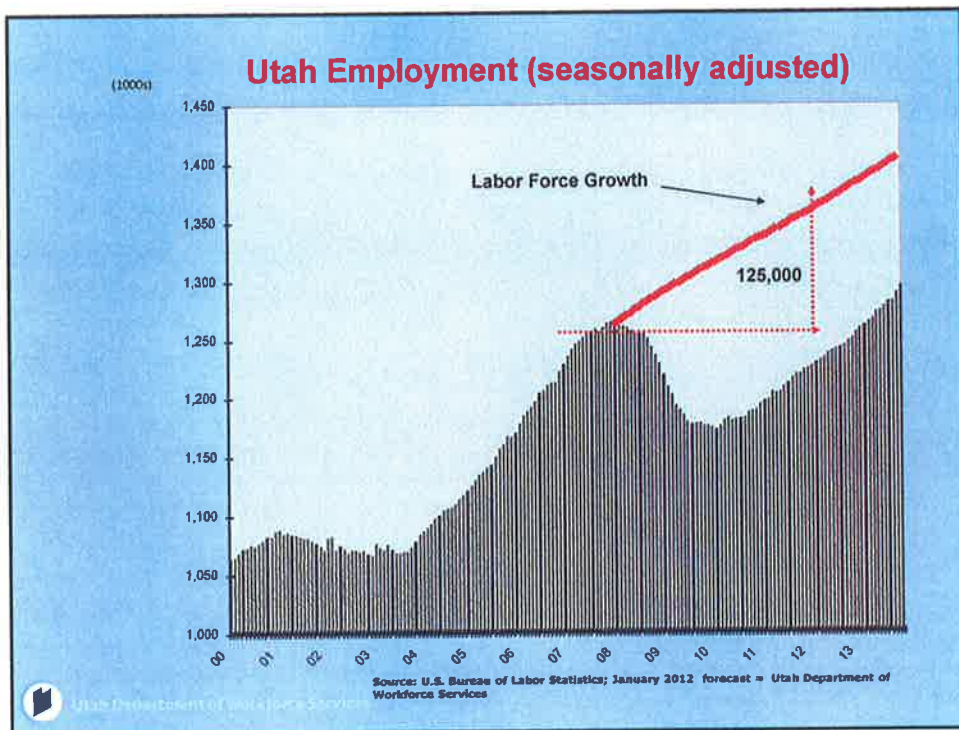


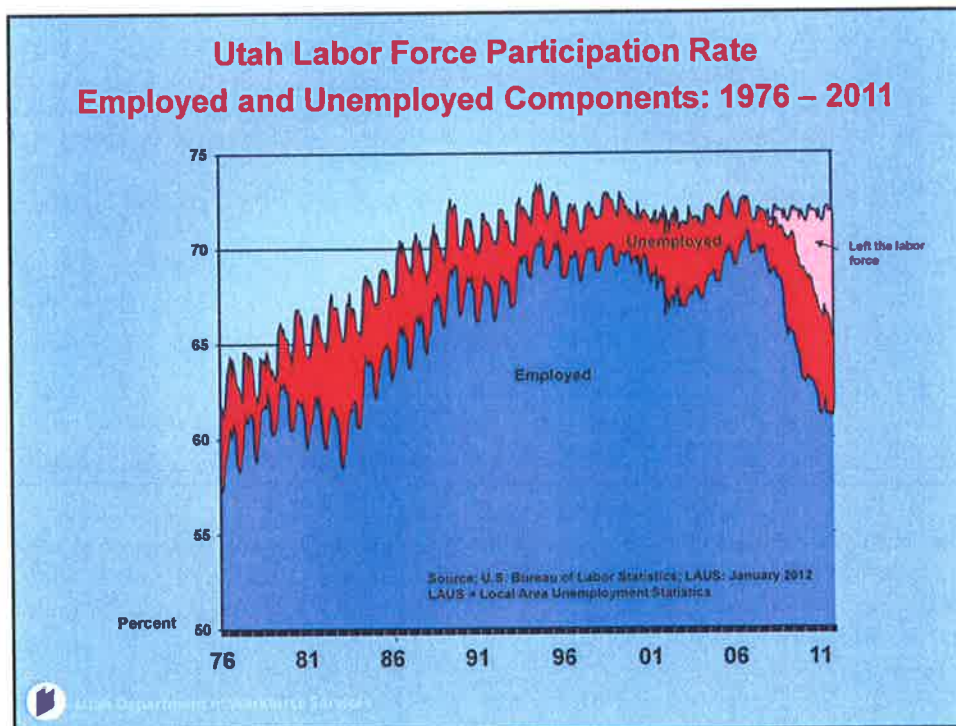
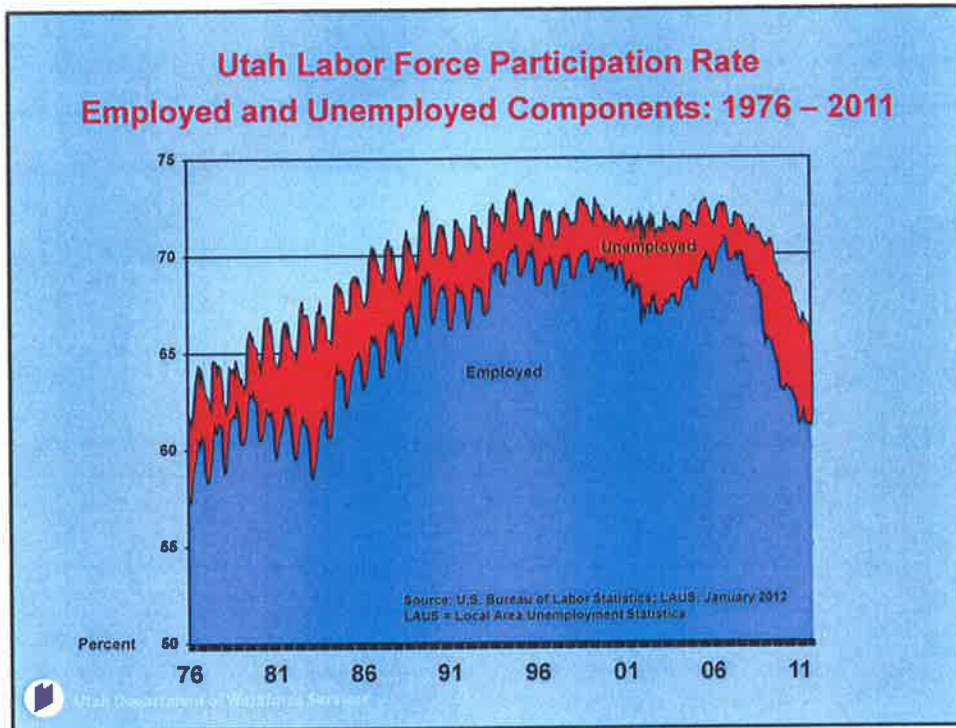
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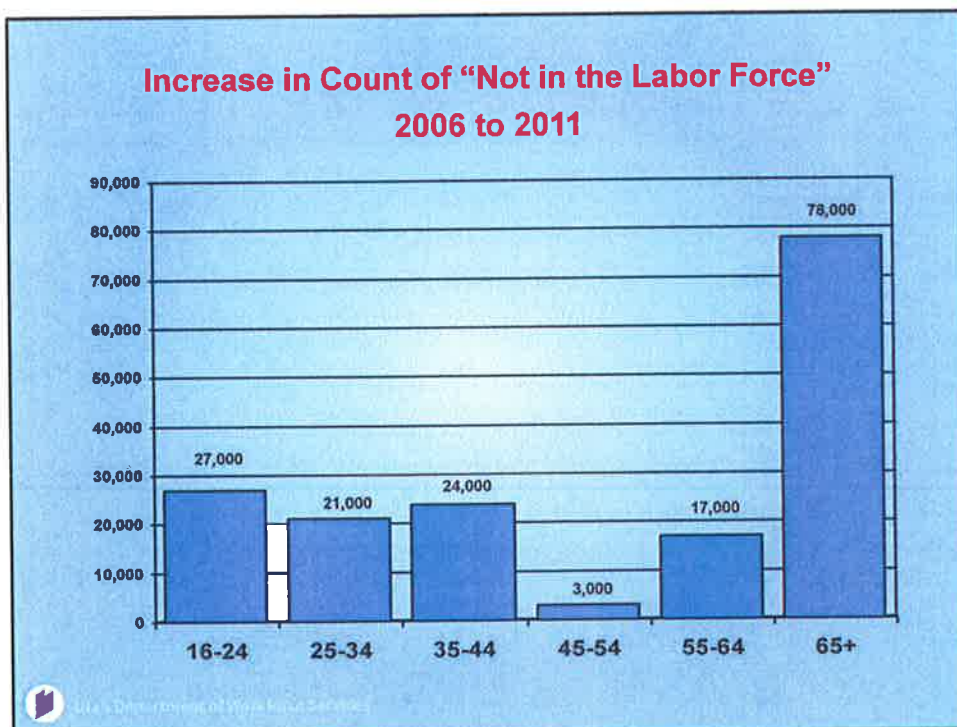
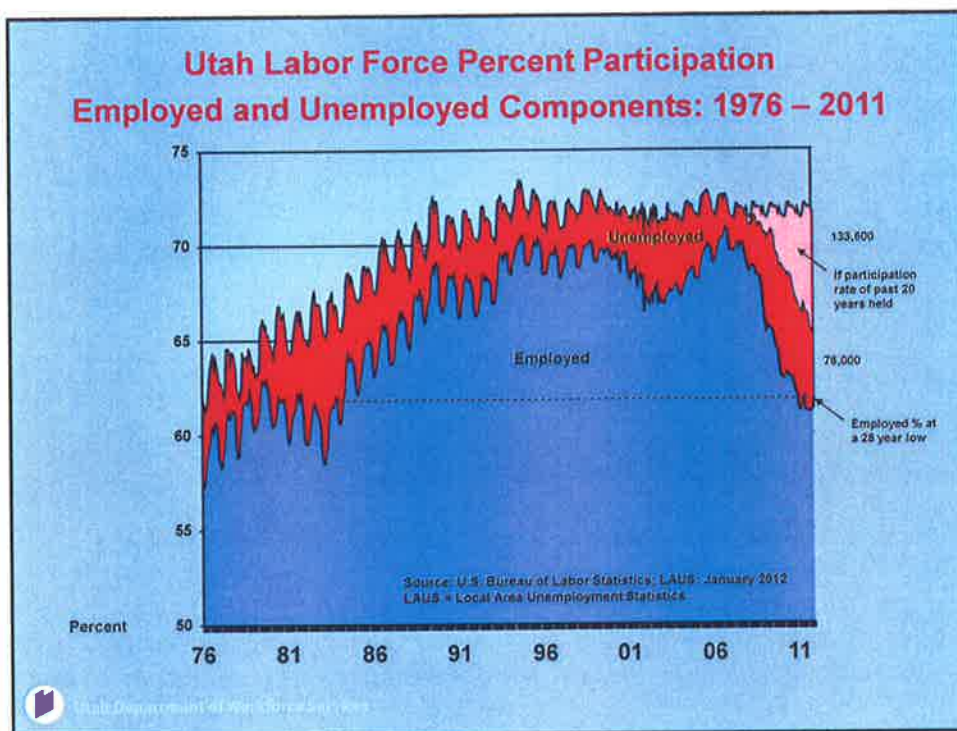


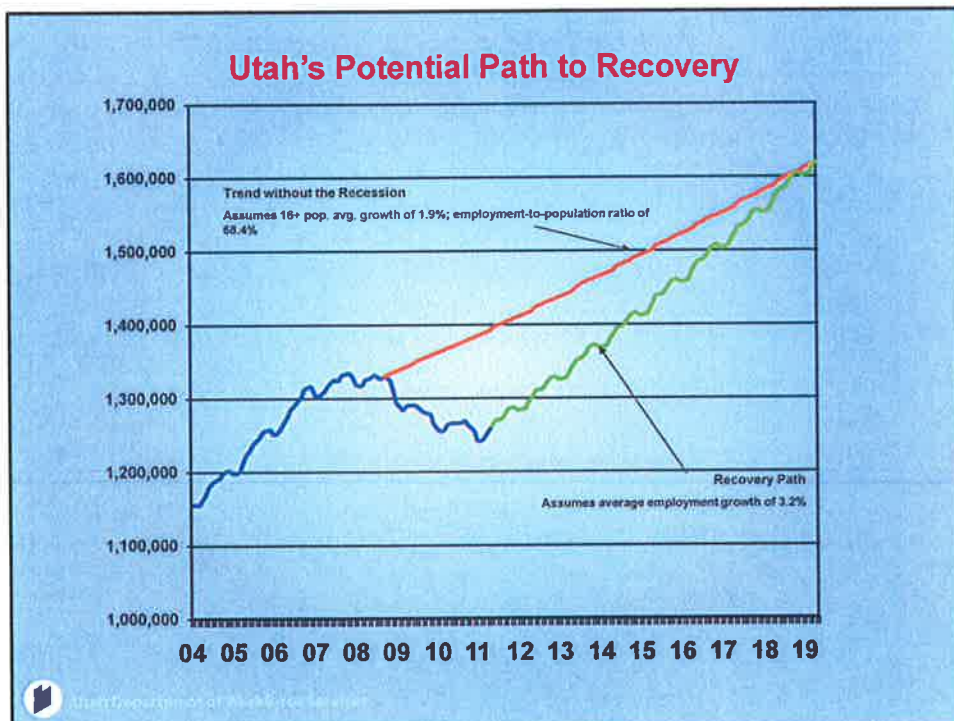
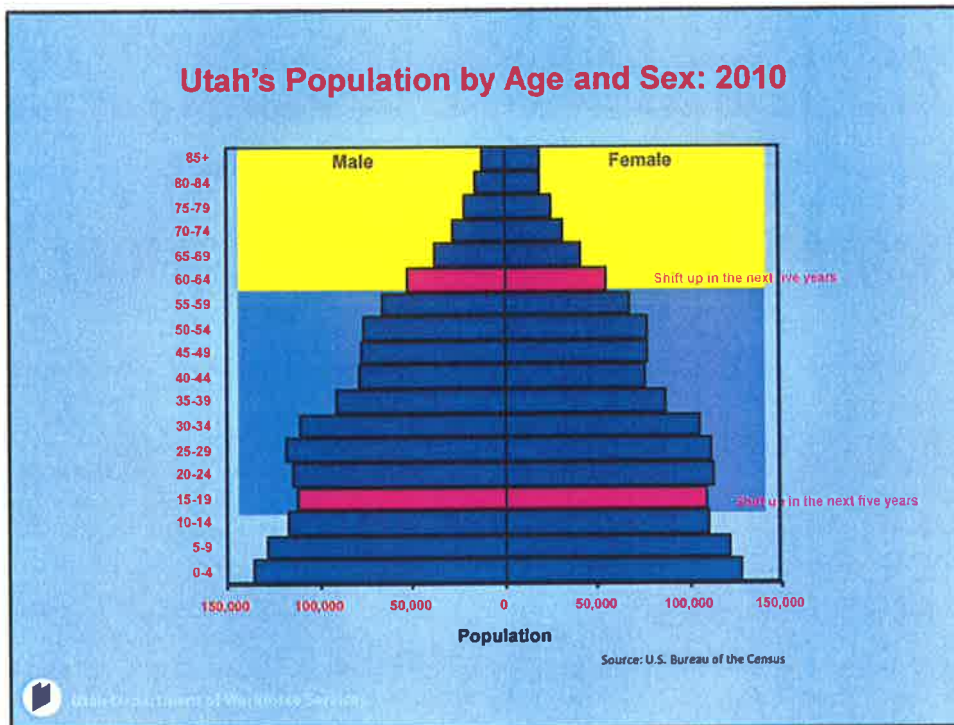












Overall Economic Conditions

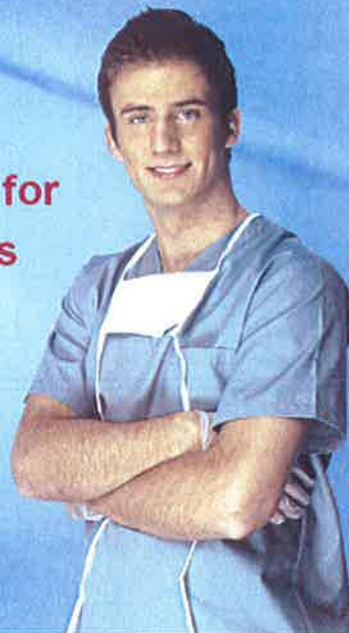
Skills Gap Analysis and Occupations in Demand – Initial Findings

Carrie Mayne, Supervising Economist
Utah Department of Workforce Services

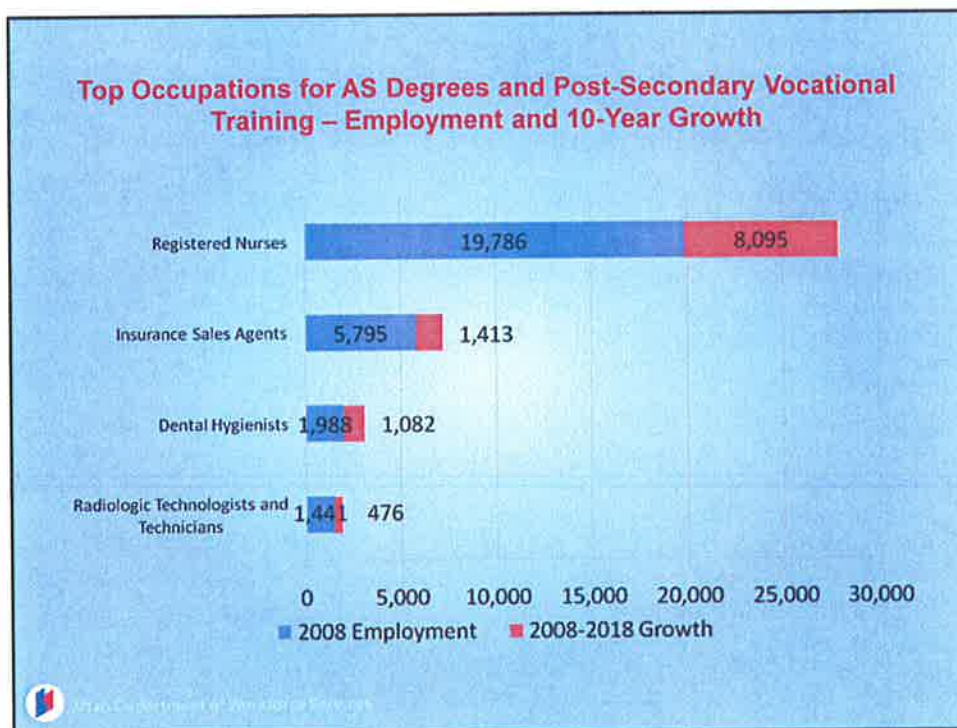
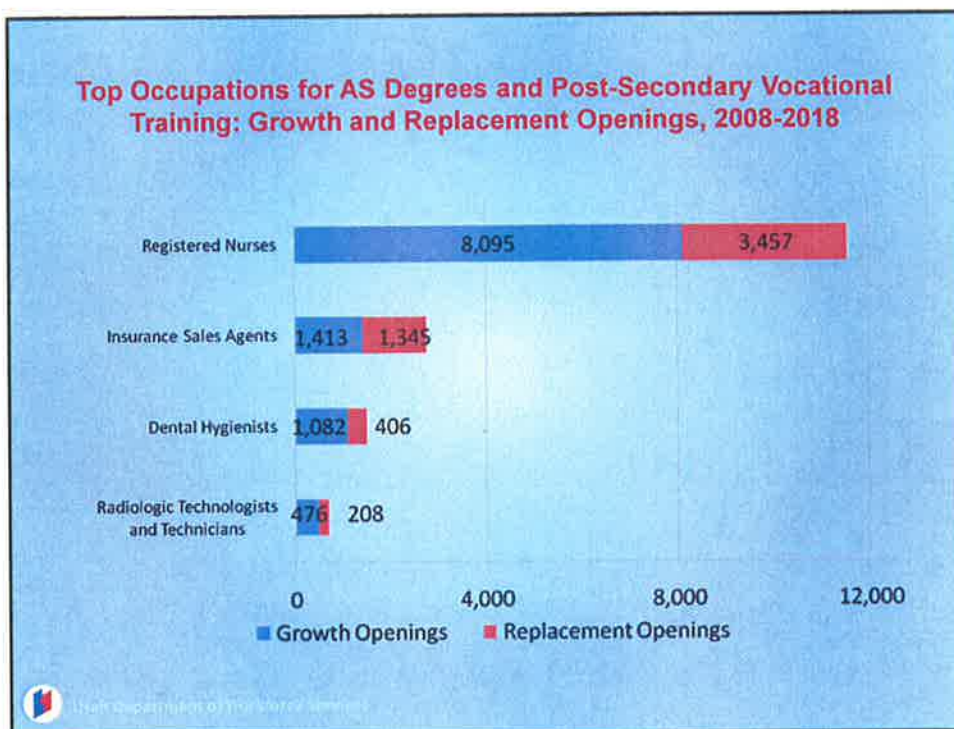


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Skills Gap Analysis for Registered Nurses



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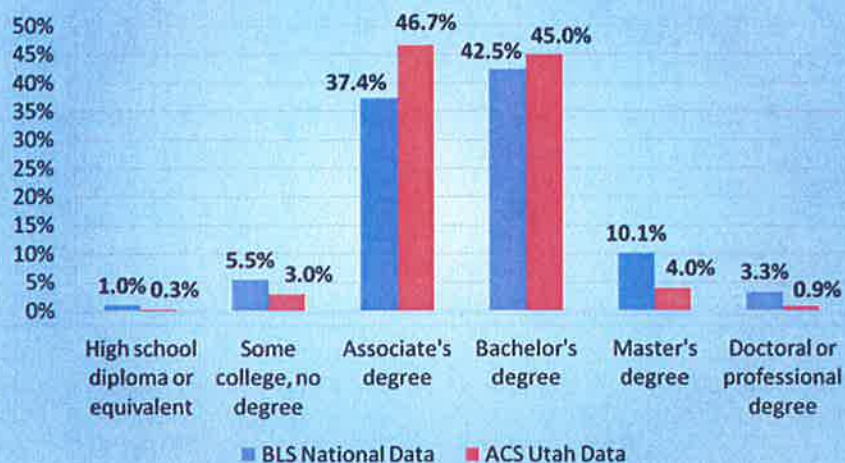
The New BLS Education and Training Levels, 2010 forward

Education Needed for Entry	Work Experience in a Related Field	Typical on-the-job training needed to attain competency
Doctoral or professional degree	More than 5 years	Internship/residency
Master's degree	1 to 5 years	Apprenticeship
Bachelor's degree	Less than 1 year	Long-term on-the-job training
Associate's degree	None	Moderate-term on-the-job training
Postsecondary non-degree award		Short-term on-the-job training
Some college, no degree		
High school diploma or equivalent		
Less than high school		



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Distribution of Educational Attainment in Nursing, 2010



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Comparing Training Requirement Information for Nurses

- BLS occupational coding: Associates degree, no experience, no on-the-job training
- Incumbent education attainment in Utah: 45% have a bachelor's degrees, 46.7% have an associate's
- DWS Job postings for 2011: 77% of job orders required one or two years of experience in addition to the degree



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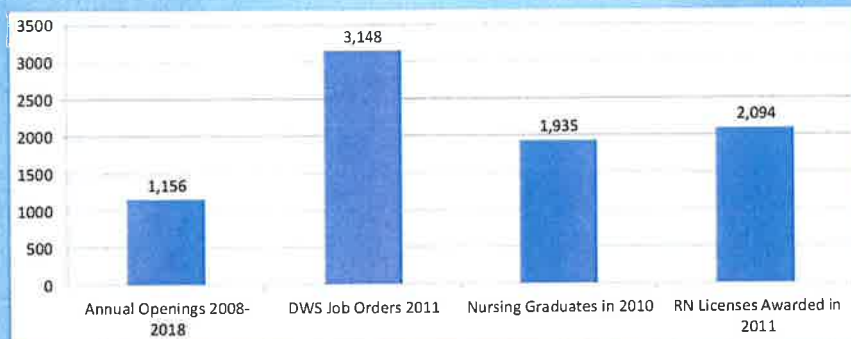
Stock Analysis: Current Employment, Unemployment Rate

- Number of RNs employed in 2010: 18,230
- Number of current RN licenses: 25,345
- 2010 Unemployment rate for nursing degree holders (BS and above): 3.7%



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Flow Analysis: Comparing Annual Openings, Graduation Rates, and Licensing Rates



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Market Analysis

- Stock and flow analysis indicate moderate churn in nursing relative to overall occupational employment level
- Growth indicates churn is primarily driven by steady expansion of demand
- Unemployment rate likely indicating frictional unemployment only; demand remains strong



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Market Analysis (cont.)

- Flow statistics seem to indicate that a nursing shortage is persistently imminent due to steady growth in healthcare and staffing pattern changes
- Some alternative statistics such as the Job Vacancy Survey indicate there may be some instances where nursing positions remain unfilled, but overall picture shows that supply meets demand on an average annual basis



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Gap Analysis

- BLS data indicates an associate's degree is all that is necessary for ENTRY
- Job order data and incumbent educational attainment however show a trend toward higher degrees
- Missing piece: Qualitative analysis. Are the degree programs preparing graduates with the necessary KSAs?



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